

Equality Statement

Kings Norton Primary School Equality information and objectives

Updated on: September 2015

Our school commitment

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

At Kings Norton Primary School

- We try to ensure that everyone is treated fairly and respectfully
- We want to make sure that our school is a safe and secure place for everyone
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of:
 - Their age
 - A disability
 - Their ethnicity, colour or national origin
 - Their gender
 - Their gender identity (they have reassigned or plan to reassign their gender)
 - Their marital or civil partnership status
 - Their being pregnant or having recently had a baby
 - Their religion or belief
 - Their sexual identity and orientation.
- We recognise that some pupils need extra support to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.
- Our aim is for all children to **achieve more**.

SCHOOL MISSION STATEMENT. Each child who attends Kings Norton Primary School is a unique person; she or he has skills to be developed, curiosity to be encouraged, challenges to meet and potential to be achieved. We have high expectations of each child OUR SCHOOL AIMS

- Provide a broad and balanced education aiming for high standards and fostering a lifelong love of learning.
- Inspire and support children to take an active role in their own learning.
- Foster a friendly, open atmosphere where all can develop self-discipline, self-esteem and a sense of achievement.
- Develop active partnerships with parents/carers and the wider community so that each child achieves the highest possible standards.

Develop each child's ability to make informed choices so that they may become active and responsible citizens.

- Encourage everyone to have respect for themselves and others, their feelings, views, capabilities and property.
- To foster creativity and to promote the development of physical skills.
- Provide a caring, stimulating and attractive learning environment.
- **Above all we believe that learning should be fun; there are exciting things to find out, to do, to make, to experiment with, to discuss and to think about.**
- The values we teach our children are: **Respect, honesty/ trust, positivity/ resilience, responsibility and teamwork**
- We welcome our duties
- To promote community cohesion (under the Education and Inspections Act 2006)
- To eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)

We also welcome the emphasis of Ofsted inspections on the importance of accelerating the progress of pupils from groups who are underachieving.

As part of this we will:

- Publish information every year about our school population
- Outline how we have due regard for equality and how we promote community cohesion
- Publish equality objectives to show how we plan to tackle particular inequalities and improve what we do

*For more information please contact: **Mike Tromans** (Member of teaching staff with responsibility for equality issues)*

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